

Abstracts

The Recent Situation of Multiple Job Holders and the Reasons Why Companies Allow Multiple Job Holders

Makiko Hagihara (Recruit Works Institute Recruit Holdings Co., Ltd.), **Akihito Toda** (Recruit Works Institute Recruit Holdings Co., Ltd.)

Recently, there has been growing interest in people holding multiple jobs. This paper focuses on multiple job holders including those who have “fukugyo (a second or side business)” in Japanese to overview the following three points. First, the Employment Status Survey (Ministry of Internal Affairs) shows that the percentage of multiple job holders among workers reached 6.9% in 1977 and declined afterward. The main reason is that the number of workers in the agriculture and fishery sectors, which employed many of those who might have multiple jobs, declined at that time. Also, we find that the number of employees who have multiple jobs with an employed status has increased in the last 15 years. Second, the results of the empirical analysis utilized by Japanese Panel Study of Employment Dynamics (Recruit Works Institute) show that some of them have multiple jobs where the income of the side jobs exceeds that of their main job. The analysis results also show that the income from the side jobs is significantly correlated with main job income, which implies that high income people utilized their high skills to obtain high incomes from their side jobs. These facts imply that the reason behind multiple job holders is not only because they have to increase their income by holding multiple jobs, but also because they are willing to boost their skills by having multiple jobs. Third, the anecdotes from the companies which allow their employees to have multiple jobs show that we can sum up in five points the reasons enable the holding of multiple jobs: development of skills, attraction and retention of employees, flexible organizational structure, increase in employees’ productivity, and obtaining information and personal connections regarding business.

The Side/Second Business: Points Related to the Employment and Labor Law, and its Future Changes

Hiroaki Konya (Kumamoto University)

It can commonly be observed that employment and labor law scholars and courts in Japan have up until the present day put constraints on full-time employees of big businesses from having second jobs. Several laws and theories existed in this society, such as obligation to concentrate on one’s jobs, forced overtime work and restrictions on having second jobs are established for the purpose of binding the full-time employees to their enterprises. Even without the above restrictions, full-time employees of big businesses tend to (or feel obliged to) work spontaneously far longer than the Japanese employment and labor law has set. As a result, their willingness to take a second job is naturally discouraged from the beginning due to their tiredness from their first jobs. Not only big enterprises, but mid-scale company workers are not immune to this. Recent fast and drastic changes in the job situation in Japan require new laws and theories in the labor market as both full-time and part-time workers struggle to secure decent incomes for their living without disturbing their own health. Against this background, this paper provides tentative views on the new labor market laws and theories for protecting employees and securing a healthy labor force in this difficult era.

Issues in Social Security regarding Multi Job-holders: Especially Looking at Social Insurance

Kayo Kurata (Kumamoto University)

This article discusses how to apply social insurance to multi-job holders. There is a great difference between non-regular employees and regular employees. Therefore, in order to apply the same scheme, in theory, entails great difficulty.